

4-0403

21-04

THIS DOES NOT  
CIRCULATE

AGREEMENT

with

BLAIRSTOWN TOWNSHIP TEACHERS' ASSOCIATION

and the

BOARD OF EDUCATION OF BLAIRSTOWN TOWNSHIP

THE COUNTY OF WARREN

NEW JERSEY

Warren

1979/80 - 80/81 - 81/82

LIBRARY  
Institute of Management and  
Labor Relations

JUN 7 1979  
RUTGERS UNIVERSITY

## ARTICLE I

### ASSOCIATION

#### A. Unit

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for all teachers under contract, employed or to be employed by the Board, and the school nurse provided she has obtained a B. S. or B. A. degree from a certified college or university.

#### B. Definition of Teacher

Unless otherwise indicated, the term "teachers," when used hereinafter in this Agreement, shall refer to all professional teachers represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.







# BLAIRSTOWN TOWNSHIP ELEMENTARY SCHOOL

## SECTION I

1. Blue Cross, Blue Shield U. C. R. Plan and AETNA Major Medical will be provided to the employee and family at no cost to employee.
2. After ten years experience, five of which were in the Blairstown Township School District, teachers will receive an additional \$100 per year longevity increase until an annual increase of \$500 is reached.
3. Teachers with nineteen years teaching experience, ten of which were in the Blairstown School District, will receive an additional longevity increase of \$500 per year.
4. Upon receipt of an official transcript, an additional \$100 will be added to the teacher's salary for each group of six credits, up to a maximum of thirty credits, or \$500. Credits must be earned after the teacher has received a certified teaching degree. An additional \$300 will be received by teachers who have earned a Master's Degree. Presentation of additional credits as mentioned above may only be made during the months of August and January to facilitate the drawing of contracts effective September first and February first. All credits presented to the Board of Education for payment must have had prior approval by the school administrator and all credits must be in the teacher's field of endeavor.
5. Credit for military service time up to two years will be granted at the time of initial employment. Time in excess of two years will be halved and included in the next contract. There is a limit of four years total credit for military service.
6. All teachers hired will be immediately "on guide," salary to be determined by years certified teaching experience in public schools.
7. Teachers will be allowed two personal days leave. This leave is nonaccumulative.
8. Teachers will be allowed ten sick days per year. Unused days will be accumulated.
9. Upon retirement teachers with twenty years experience, ten of which were in the Blairstown Township School District, will receive \$10 a day for half of their unused accumulated sick days up to a maximum of one hundred days (\$1,000).
10. At the time the contract is offered, the teachers will designate whether he/she chooses to have a ten or twelve month payment plan.

BLAIRSTOWN TOWNSHIP ELEMENTARY SCHOOL  
1979 - 80

YEARS EXPER.	CONT. NUMBER	B. S. GUIDE	M. A. GUIDE	MASTERS+ 15	MASTERS+ 30
0	1	\$11,071	\$11,871	\$12,021	\$12,171
1	2	\$11,546	\$12,346	\$12,496	\$12,646
2	3	\$12,021	\$12,821	\$12,971	\$13,121
3	4	\$12,571	\$13,371	\$13,521	\$13,671
4	5	\$13,196	\$13,996	\$14,146	\$14,296
5	6	\$13,846	\$14,646	\$14,796	\$14,946
6	7	\$14,521	\$15,321	\$15,471	\$15,621
7	8	\$15,196	\$15,996	\$16,146	\$16,296
8	9	\$15,871	\$16,671	\$16,821	\$16,971
9	10	\$16,546	\$17,346	\$17,496	\$17,646
10	11	\$17,221	\$18,021	\$18,171	\$18,321
11	12	\$17,896	\$18,696	\$18,846	\$18,996
12	13	\$18,571	\$19,371	\$19,521	\$19,671

In witness whereof the parties hereto have caused this agreement to be signed by their respective presidents, attested by their respective secretaries and their corporate seals to be placed hereon, all on the day and year first above written.

BLAIRSTOWN TOWNSHIP  
TEACHERS' ASSOCIATION

BLAIRSTOWN TOWNSHIP  
BOARD OF EDUCATION

By Felix A. Staffaroni  
President

By Raymond H. Konkle  
President

By Betsy C. Conrad  
Secretary

By Luis C. Larr  
Secretary